



Ontario
Ministry of
Labour

Women
Crown Employees
Office

A place for action and a plan for action

Government
Publications

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The Target

- Equal employment opportunity for all women Crown employees.

The Women

- All women who work for the government of Ontario; includes civil servants, public servants, Crown employees;
- in Ministries, boards, commissions, agencies, Crown corporations, community colleges;
- full-time, part-time, contract, seasonal or temporary employment status.

The Problem

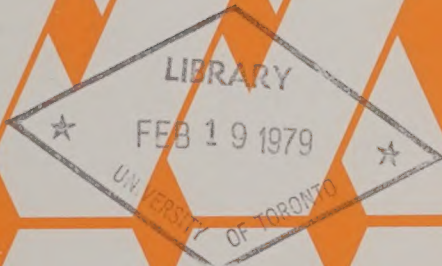
- 38.9% of all public servants are women
- but 61.8% of all public servants in positions where they earn less than \$7,000 are women; and
- only 15% in positions that pay more than \$15,000 are women

Objective

- To raise and diversify the occupational distribution of women crown employees

The Strategy

- Assistance in development and coordination of action plans
- monitoring and identification of corporate issues
- liaison with both internal and external organizations



DEPOSITORY LIBRARY MATERIAL

Action Plans

Within the Ontario Government, Deputy Ministers and Crown Agency Heads are responsible for ensuring increased career opportunities for their women employees.

In a catalyst role, the Women Crown Employees Office will:

- Co-ordinate, support and assist in developing affirmative action plans – whereby positive action is taken by the employer to assist women to catch up. This means that we act as internal consultants to the Ministries and Crown Agencies in planning programs towards the full utilization of women employees.
- Review general personnel policies and other practices that affect women, and initiate change where necessary. This means that we identify barriers to advancement and, more important, encourage practices which help women move ahead according to their potential.
- Many areas have been identified for further examination, including the Civil Service Commission bridging policy.

Women Crown Employees Office

Monitoring

The Women Crown Employees Office is looking for results. Authorized to review the progress of equal employment opportunity, we will:

- Evaluate the effectiveness of affirmative action plans in the Ministries and Crown agencies.
- Monitor competitions on a spot-check basis.
- Review internal and external government publications and personnel manuals to ensure the absence of stereotyping.
- From this and other research prepare an annual report of the status of women Crown employees to be tabled in the Legislature.



Liaison

The Women Crown Employees Office maintains a communications link with many internal and external bodies. For this reason it:

- Works closely with the Affirmative Action Council, the Personnel Council, unions, Deputy Ministers and Women's Advisors, Human Rights Commission and the Employment Standards Branch.
- Has established communications links with the federal government, other provincial governments, and many private corporations.
- Maintains a resource centre containing hundreds of pertinent articles, lists of consultants, information on initiatives taken in each ministry, lists of films etc.



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